

Allowable Cost Components	Participant Directed Services								
	Companion Services	Homemaker/Chore	In-Home and Community Supports	Supported Employment - Job Finding and Job Support			Respite and Overnight Respite		Supports Broker Services
				Career Assessment	Job Finding and Development	Job Coaching	Unlicensed Out-of-Home	In-Home	Supports Broker
Unit of Service	15 minutes	1 hour	15 minutes	15 minutes			15 minutes / 24 hour		15 Minutes
Wages and ERE									
Direct Care Wages (Statewide) ^{1,2}	\$7.25-\$12.75	\$7.25-\$12.21	\$7.25-\$15.90	\$7.25-\$25.71			\$7.25-\$12.75		\$7.25-\$23.06
Enhanced Direct Care Wages (Statewide) ²	N/A	N/A	\$21.11 - \$25.57	N/A			\$21.11 - \$25.57		N/A
Other Program Staff Wages (Supervisor and Program Specialist) (Statewide)	N/A	N/A	N/A	N/A			N/A		N/A
Employee Related Expenses <i>*Applicable to FT employees only</i>	\$613 (Monthly) health* 4.3% FUTA / SUTA 2.63% Workers Comp (VF/EA) 5.0% Workers Comp (AWC) 7.65% FICA	Same	Same	Same			Same		Same
Benefit Allowance	\$2.10 (Area 1) \$1.89 (Area 2)	Same	Same	Same			Same		Same
Paid Time Off (PTO)	0 days PTO bank + 1 new hire training day per 22.8% of staff	Same	Same	Same			Same		Same
Program-Related Assumptions									
Full Time/Part Time Staff Split	30% FT / 70% PT	Same	Same	Same			Same		Same
Productivity: Billable Hours per Day	8 hours	Same	Same	Same			Same		Same
Productivity: Absentee Factor	0%	Same	Same	Same			Same		Same
Direct Care Staffing Ratio	1:1	1:1	1:1, 2:1	1:1			1:1, 2:1		1:1
Other Program Staff Staffing Ratio	N/A	N/A	N/A	N/A			N/A		N/A
Transportation	N/A	N/A	N/A	N/A			N/A		N/A
Occupancy Square Footage and Cost per Sq Ft per Year	N/A	N/A	N/A	N/A			N/A		N/A
Food	N/A	N/A	N/A	N/A			N/A		N/A
Supply Cost	N/A	N/A	N/A	N/A			N/A		N/A
Employee Training Cost	N/A	N/A	N/A	N/A			N/A		N/A
Administration Percentage	Not included in rates; FMS providers receive separate monthly administration fee	Same	Same	Same			Same		Same
Liability Insurance Cost	1.0% of Total of Wage + ERE	Same	Same	Same			Same		Same
24-hour Unit Multiplier	N/A	N/A	N/A	N/A			19 hours		N/A

¹ Minimum set at Federal Minimum Wage for non-enhanced services. The direct care wages do not include consideration for a benefit allowance. AWC managing employers who choose to offer an hourly benefit allowance to the support service worker (SSW) will pay an additional amount per hour (on top of the wage selection) to the SSW. For common law employers under the VF/EA model who choose to offer an hourly benefit allowance to the SSW, the hourly wage will be grossed up by 26.6%.

² Wages for direct care staff have been adjusted to account for overtime by applying a 1.2% adjustment for full time employees below an annual salary of \$47,476.